

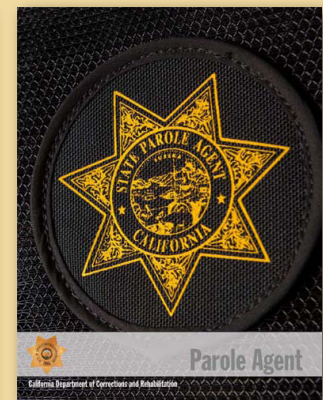


MAY - JUNE 2008

THE RECRUITER

Dedicated to the California Department of Corrections and Rehabilitation's Recruitment Efforts

OFFICE OF PEACE OFFICER SELECTION



Pictured (l-r): Parole Agent Ad (left), Parole Agent Job Posting/Email (center), Parole Agent Brochure (right).

PAROLE AGENT TESTING A SUCCESS

In an effort to hire more Parole Agents, CDCR's Division of Adult Parole Operations (DAPO) asked the Office of Peace Officer Selection to recruit and test a new generation of candidates.

The Peace Officer Recruitment Unit (PORU) worked closely with DAPO staff to photograph agents in the field and develop new marketing material. To promote the Parole Agent exam, PORU staff launched a marketing

campaign entitled "Take the test and join the best." PORU added several pages describing Parole Agent career opportunities to the CDCR web site and posted job announcements on major job boards such as Yahoo! Hotjobs and CareerBuilder. CDCR also paid for keyword search results on Google and its affiliates, leading thousands of people to the department's web site. The Department also used "viral marketing,"

sending mass emails to thousands of its employees and to members of California's law enforcement community. The result: more than 3,500 qualified candidates signed up to take the Parole Agent exam in March and April.

Testing is now closed, but may resume as DAPO's needs increase.

The RECRUITER newsletter is published by the Office of Peace Officer Selection and the Office of Workforce Planning.

The RECRUITER newsletter is distributed electronically every two months to CDCR employees to keep staff informed of hiring needs and initiatives.

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RECRUITMENT INFORMATION

NON-PEACE OFFICER CAREERS
ONLINE:
www.cdcr.ca.gov/careers
CALL: (888) 232-4584
EMAIL:
careers@cdcr.ca.gov

MEDICAL CAREERS
ONLINE:
www.cdcr.ca.gov/careers
CALL: (877) 793-HIRE
EMAIL:
medcareers@cdcr.ca.gov

PEACE OFFICER CAREERS
ONLINE:
www.cdcr.ca.gov/jobs
CALL: (866) 232-JOBS
EMAIL:
recruit@cdcr.ca.gov

HIRING WORKSHOPS WORK!

By Sharon Lovell, Recruiter

During the months of February and March of this year the Office of Workforce Planning (OWP) collaborated with 20 institutions to conduct hiring workshops targeting mental health professionals such as Psychiatrists, Psychologists, Recreation Therapists, Psychiatric Technicians and Social Workers. Over 120 candidates attended the statewide workshops. To date, over 20 hires have been made from these institution workshops. Last fall, OWP conducted 21 hiring workshops with over 500 attendees resulting in over 150 hires.

The objective of the hiring workshop is to highlight the benefits of working for the California Department of Corrections and Rehabilitation (CDCR) and provide candidates the opportunity to speak with mental health professionals currently working in the institution. These "Subject Matter Experts" carry insight and provide detailed knowledge of a day in the life of mental health professionals working in a CDCR institution. The candidates are given a tour of the institution and the opportunity to interview for vacant positions. Many times, tentative offers are made on the spot.

Feedback from workshop attendees indicates that the hiring workshop gives them a true sense of what it is like to be behind the walls of a CDCR institution. They gain the atmosphere, camaraderie, and passion that are part of the CDCR experience. Institution hiring workshops conducted over the last two years have resulted in over 369 hires.

OWP will continue to work closely with the institutions to ensure qualified candidates are available for hire for the critical and hard to recruit classifications.

Office of Workforce Planning Recruitment Events in May and June

The California Department of Corrections and Rehabilitation (CDCR), Office of Workforce Planning (OWP) is actively recruiting qualified mental health and education professionals to fill immediate vacancies within our institutions. To see the most current list, visit our [Events](#) page.

Location / Type / Classification	Date	Contact
UCLA / Career Fair / Health Care, Education	May 7	Doina Rus (909) 944-1142 (HC) Alex Valdez (916) 324-1536 (E)
UC Davis / Career Fair / Health Care, Education	May 8	Liz Nguyen (916) 445-8561 (HC) Ryan Welch (916) 327-4805 (E)
UC Riverside / Career Fair / Health Care, Education	May 22	Doina Rus (909) 944-1142 (HC) Alex Valdez (916) 324-1536 (E)
Pasadena Conference Center / Health Care, Education	June 6	Doina Rus (909) 944-1142 (HC)
University of Phoenix, LA / Health Care, Education	June 23	Alex Valdez (916) 324-1536 (E)
ALA Conference in Anaheim / Conference / Librarian	June 27-29	Kathleen Steffens (916) 445-0668 (E) Robert Ramirez (916) 341-7005 (E) Alex Valdez (916) 324-1536 (E)